

MELISSA M. SLOAN

Associate Professor, Sociology & Interdisciplinary Social Sciences
University of South Florida Sarasota-Manatee
8350 N. Tamiami Trail, SMC C263, Sarasota, FL 34243
Email: melissasloan@sar.usf.edu

EDUCATION

Degrees

2005 Ph.D., Sociology, Vanderbilt University, Nashville, TN
2002 M.A., Sociology, Vanderbilt University, Nashville, TN
2000 B.S., Psychology, Carnegie Mellon University, Pittsburgh, PA
College Honors, Psychology Honors

Professional Development

2016-2017 University of South Florida System Professional Development in Higher Education Leadership Program, USF, Tampa, FL
2016 & 2017 Florida State University System Institute for Academic Leadership Department Chairs Workshop, Howey-in-the-Hills, FL
2015 Quality Matters, Applying the Quality Matters Rubric Certificate Program
2014-2015 The Online Learning Consortium Certificate Program in Online Teaching

APPOINTMENTS

Administrative

2017-current Research Administration Faculty Fellow, Office of Research, USFSM
2010-current Honors Program Coordinator, USFSM
2015-2017 Chair, Department of Social Sciences, USFSM
2010-2016 Interdisciplinary Social Sciences Program Coordinator, USFSM
2007 Interim Director, Behavioral Sciences Program, Drew University

Academic

2014-current Associate Professor of Sociology & Interdisciplinary Social Sciences, University of South Florida Sarasota-Manatee, Sarasota, FL
2010-2014 Assistant Professor of Sociology & Interdisciplinary Social Sciences, University of South Florida Sarasota-Manatee, Sarasota, FL
2005-2010 Assistant Professor of Sociology & Behavioral Science, Drew University, Madison, NJ

RESEARCH AND TEACHING INTERESTS

Social Psychology, Sociology of Emotion, Mental Health, Work and Well-being, Survey Research

RESEARCH GRANTS AND FELLOWSHIPS

2016 USF Women in Leadership and Philanthropy Faculty Research Award, \$5,000
2014 American Sociological Association Community Action Research Initiative Grant, \$3,000
2006 American Association of University Women American Fellowship Grant, \$6,000
2004 National Science Foundation Dissertation Improvement Grant, \$7,500

2004	Vanderbilt University Dissertation Enhancement Grant, \$2,000
2003	Vanderbilt University Summer Research Award in Arts and Sciences, \$4,000
2002	Vanderbilt University Summer Research Award in Arts and Sciences, \$3,000
2000-2005	Vanderbilt University Graduate Student Teaching Assistantship
2000	Carnegie Mellon University Small Undergraduate Research Grant (SURG), \$500
1999	Carnegie Mellon University Small Undergraduate Research Grant (SURG), \$1,500
1996-2000	Carnegie Mellon University Andrew Carnegie Scholar, 50% tuition scholarship

ACADEMIC HONORS AND AWARDS

2004	Odum Award for Outstanding Graduate Student Paper, Southern Sociological Society
2002	Distinction Honor on the Sociology General Examination, Vanderbilt University
2000	Department of Psychology Best Research Presentation Award at the <i>Meeting of the Minds</i> Undergraduate Research Symposium, Carnegie Mellon University
1999-2000	Psi Chi National Psychology Honor Society
1999-2000	Mortar Board National Senior Honor Society
1997-2000	Carnegie Mellon University College of Humanities and Social Sciences Honors Student

PEER-REVIEWED JOURNAL ARTICLES

Sloan, M. M. (in press). The work experiences questionnaire: Using mail survey research to collect data from a large sample of workers. *SAGE Research Methods Cases*.

Sloan, M. M. (2017). Gender differences in commitment to state employment: The role of coworker relationships. *Public Personnel Management, 46*(2), 170-187.

Sloan, M. M. & Unnever, J. D. (2016). The status of race in public sector work: Implications for emotion management and job satisfaction. *Sociological Focus, 49*(4), 286-304.

Sloan, M. M., Grosholz, J. M., & Roberts, J. (2016). A gap analysis of the privatized system of care for families and children in three Florida counties, U.S.A. *The International Journal of Interdisciplinary Organizational Studies, 11*(4), 15-30.

Sloan, M. M. (2014) The consequences of emotional labor for public sector workers and the mitigating role of self-efficacy. *The American Review of Public Administration, 44*(3), 274-290.

Davis, C., Sloan, M. M., & Tang, C. (2014) Premenstrual distress among Caucasian, African-American and Chinese Women. *Women's Health Care, 3*(5), 1-6.

Sloan, M. M., Evenson Newhouse, R. J., & Thompson, A. B. (2013). Counting on coworkers: Race, social support, and emotional experiences on the job. *Social Psychology Quarterly, 76*(4), 343-372.

Sloan, M. M. (2012). Unfair treatment in the workplace and worker well-being: The role of coworker support in a service work environment. *Work and Occupations, 39*(1), 3-34.

*Reprinted in Boyle, G. J, O'Gorman, J. G, & Fogarty, G. J. (Eds.) (2015). *Work and organisational psychology. Sage benchmarks in psychology*. Sage: London.

Sloan, M. M. (2012). Controlling anger and happiness at work: An examination of gender differences. *Gender, Work, & Organization, 19*(4), 370-391.

Thompson, A. B., & Sloan, M. M. (2012). Race as region, region as race: How black and white southerners understand their racial identities. *Southern Cultures, 18*(4), 72-95.

Davis, C., Sloan, M. M., & Tang, C. (2011). Role occupancy, quality, and psychological distress among Caucasian and African American women. *Affilia: Journal of Women and Social Work, 26*(1), 72-82.

Davis, C., Hughes, L., Sloan, M. M., Tang, C., & MacMaster, S. (2009) HIV/AIDS knowledge, sexual activity and safer sex practices among female students in Hong Kong, Australia, and the United States. *Journal of HIV/AIDS and Social Services, 8*(4), 414-429.

Sloan, M. M. (2008). Emotion management and workplace status: Consequences for well-being. *International Journal of Work Organisation and Emotion, 2*(3), 236-55.

Sloan, M. M. (2007). The 'real self' and inauthenticity: The importance of self-concept anchorage for emotional experiences in the workplace. *Social Psychology Quarterly, 70*(3), 305-318.

Davis, C., Sloan, M. M., MacMaster, S., & Kilbourne, B. (2007). HIV/AIDS Knowledge and sexual activity: An examination of racial differences within a college sample. *Health and Social Work, 32*(3), 211-218.

Davis, C., Sloan, M. M., MacMaster, S., & Hughes, L. (2007). The International AIDS Questionnaire—English Version (IAQ-E). *Journal of HIV/AIDS Prevention in Children and Youth, 7*(2), 29-42.

Inaba, A., Thoits, P. A., Ueno, K., Gove, W. R., Evenson, R. J., & Sloan, M. M. (2005). Depression in the United States and Japan: Gender, marital status, and SES patterns. *Social Science and Medicine, 61*, 2280-2292.

Sloan, M. M. (2004). The effects of occupational characteristics on the experience and expression of anger in the workplace. *Work and Occupations, 31*(1), 38-72.

BOOK CHAPTERS

Sloan, M. M. (2013). Impression management. In V. Smith (Ed.), *Sociology of work: An encyclopedia* (pp. 426-427). Thousand Oaks, CA: Sage Publications.

Dodoo, F. N., Sloan, M. M., & Zulu, E. M. (2003). Space, context, and hardship: Socializing children into sexual activity in Kenyan slums. In S. Agyei-Mensah & J. B. Casterline (Eds.), *Fertility and reproductive health in Sub-Saharan Africa: A collection of microdemographic studies* (pp. 147-160). Westport, CT: Greenwood Press.

BOOK REVIEWS

Sloan, M. M. (2015). The Chicago school diaspora: Epistemology and substance. *Contemporary Sociology, 44*(5), 674-675.

Sloan, M. M. (2013). Phone clones: Authenticity work in the transnational service economy. *Work and Occupations, 40*(1), 69-71.

OTHER PROFESSIONAL ESSAYS

Grosholz, J. M., Roberts, J., & Sloan, M. M. (2017). New social workers and practice data: Publishing your program evaluation findings. *The New Social Worker*, 24(3), 24-25.

REFEREED PRESENTATIONS

Sloan, M. M. (2016). Gender and interpersonal emotion management in the workplace. Paper presented at the International Sociological Association Forum of Sociology, Vienna, Austria.

Sloan, M. M., Thompson, A. B., & Newhouse, R. J. (2015). Interpersonal emotion management in the workplace: The gendered burden of emotionally supporting coworkers. Paper presented at the Annual Meeting of the Southern Sociological Society, New Orleans, LA.

Grosholz, J., Sloan, M. M. & Roberts, J. (2015). Gap analysis of the child welfare system in Sarasota, DeSoto, and Manatee Counties. Paper presented at the Duvall Family Studies Conference, Sarasota, FL.

Evenson Newhouse, R. J., Sloan, M. M., & Thompson, A. B. (2014). Stuck identities: Holding a salient identity while desiring change. Paper presented at the Annual Meeting of the Southern Sociological Society, Charlotte, NC.

Sloan, M. M., Evenson, R. J., & Thompson, A. B. (2012). Race, gender, and coworker support: The emotional consequences of the social isolation of black workers. Paper presented at the Annual Meeting of the American Sociological Association, Denver, CO.

Thompson, A. B., Evenson, R. J., & Sloan, M. M. (2011). History, memory, and social identity: Identity work of white southerners. Paper presented at the Annual Meeting of the Southern Sociological Society, Jacksonville, FL.

Sloan, M. M. (2010). Unfair treatment in the workplace and worker well-being: The stress-buffering effects of coworker support. Paper presented at the Annual Meeting of the American Sociological Association, Atlanta, GA.

Sloan, M. M. & Thompson, A. B. (2010). Power and the control of emotions in the workplace. Paper accepted for presentation at the Annual Meeting of the Southern Sociological Society, Atlanta, GA.

Sloan, M. M. (2008). Controlling anger and happiness at work: An examination of gender differences. Paper presented at the Annual Meeting of the American Sociological Association, Boston, MA.

Sloan, M. M. (2006). The 'real self' and inauthenticity: The importance of self-concept anchorage for emotional experiences in the workplace. Paper presented at the Annual Meeting of the American Sociological Association, Montréal, QC, Canada.

Sloan, M. M. (2006). The emotion management of men and women in the workplace: Implications for status conferral. Poster presented at the Social Structure and Emotion Conference, University of Georgia, Athens, GA.

Cornfield, D. B., Lee, S. S., Sloan, M. M., & Wang, H. (2005). Recent global trends in research themes in the sociology of work. Paper presented at the Annual Meeting of the American Sociological Association, Philadelphia, PA.

Sloan, M. M. (2004). The effects of occupational characteristics on the experience and expression of anger in the workplace. Paper presented at the Annual Meeting of the Southern Sociological Society, Atlanta, GA.

Sloan, M. M. (2003). Professional emotion management. Paper presented at the Annual Meeting of the American Sociological Association, Atlanta, GA.

Sloan, M. M. (2002). Emotion management in the workplace: Factors predicting distress. Paper presented at the Annual Meeting of the American Sociological Association, Chicago, IL.

Dodoo, F. N., Sloan, M. M., & Zulu, E. M. (2001). Space context, and hardship: Socializing children into sexual activity in Kenyan slums. Paper presented at the Annual Meeting of the American Sociological Association, Anaheim, CA.

OTHER ACADEMIC PAPER PRESENTATIONS

Thompson, A. B., & Sloan, M. M. (2010). Race as region, region as race: How black and white southerners understand their racial identities. Paper presented at the Lynchburg College Faculty Lecture Series, Lynchburg, VA.

Sloan, M. M. (2007). Gender differences in emotional experience and expression at work: An examination of happiness and anger. Paper presented at the Annual Conference of the New Jersey Chapters of the American Association of University Women, Jamesburg, NJ.

Sloan, M. M. (2000). Important processes in relationships: The development of a measure of relationship intimacy. Poster presented at the Meeting of the Minds Carnegie Mellon Undergraduate Research Symposium, Pittsburgh, PA.

Lepore, S., Bruno, M., Sloan, M. M., Kurtz, J., & Legowski, E. (1999). Expressive writing: A cure for what ails the broken heart? Poster presented at the Meeting of the Minds Carnegie Mellon Undergraduate Research Symposium, Pittsburgh, PA.

INVITED INTERVIEWS

WAMC Northeast Public Radio, *The Academic Minute*. January 17, 2014:
<http://wamc.org/post/dr-melissa-sloan-university-south-florida-sarasota-manatee-race-and-workplace-satisfaction>

Social Psychology Quarterly podcast: <http://spq.sagepub.com/site/misc/Index/Podcasts.xhtml> and Sage Podcasts iTunes: <https://itunes.apple.com/us/podcast/sage-podcast/id281473116>

CITATIONS IN THE PRESS

Quartz. April 18, 2017. The case for being grumpy at work.
qz.com/929348/why-being-grumpy-at-work-is-good-for-you/

Quartz. April 1, 2017. Politeness isn't enough; we not demand friendliness. And it's destroying authenticity.
qz.com/947514/politeness-isnt-enough-we-now-demand-friendliness-and-its-destroying-authenticity

The Los Angeles Times. December 4, 2013. Tenn. study: Black workers less supported at work -- but

happier?, Press Interview:

latimes.com/science/sciencenow/la-sci-sn-black-workers-happiness-20131202-story.html

Time. December 5, 2013. Study: Black workers are happier than whites, Press Interview:

healthland.time.com/2013/12/05/study-black-workers-are-happier-than-whites/

RESEARCH ASSISTANTSHIPS

- 2004 Research Assistant, Vanderbilt University
Principal investigator: Dr. Daniel B. Cornfield
Project title: "Recent Global Trends in Research Themes in the Sociology of Work"
- 2004 Research Assistant/Data Analyst, University of Tennessee
Principal investigator: Dr. Cindy Davis
Research on HIV/AIDS awareness and safe sex practices.
- 2002 Interviewer, Center for Health Research, Tennessee State University
Principal investigator: Dr. Baqar A. Husaini
Project title: "Developing Collaborative Minority Healthcare and Quality Research"
- 2000 Research Assistant, Vanderbilt University
Principal investigator: Dr. Francis Dodoo
Project title: "Space, Context, and Hardship: Socializing Children into Sexual Activity in Kenyan Slums"
- 1999-2000 Research Assistant, Carnegie Mellon University
Principal investigator: Dr. Margaret S. Clark & Dr. Sheldon Cohen
Various projects on intimacy and closeness in relationships
- 1998-2000 Research Assistant, Carnegie Mellon University
Principal investigator: Dr. Stephen Lepore
Project title: "Expressive Writing: A Cure for what Ails the Broken Heart?"
- 1998-1999 Research Internship, University of Pittsburgh, Adolescent Alcohol Research Center
Principal investigators: Ms. Nancy Pollock, Dr. Chris Martin, & Dr. Duncan Clark

TEACHING EXPERIENCE

- 2010-current Assistant to Associate Professor, Sociology & Interdisciplinary Social Sciences, University of South Florida Sarasota-Manatee
Courses: Introduction to the Social Sciences, Introduction to Sociology, Capstone Seminar in Interdisciplinary Social Sciences, Social Research Methods, Social Science Statistics, Applied Statistics for the Social Sciences, Honors Seminar, Honors Project, Honors Thesis
- 2005-2010 Assistant Professor, Department of Sociology, Drew University
Courses: Research Methods in Behavioral Science, Introduction to Sociology, Senior Seminar in Behavioral Science: Emotions in Everyday Live, Sociology of Work, The Individual in Society (Social Psychology), Sociology of Mental Health and Illness

- 2005 Adjunct Instructor, Department of Sociology, Vanderbilt University
Course: Introduction to Sociology
- 2004 Computer Lab Instructor and Teaching Assistant, University of Tennessee, Nashville
Course: M.S.W. Research Methods and Statistics
- 2000-05 Teaching Assistant, Department of Sociology, Vanderbilt University
Courses: Graduate Statistics I & II (Dr. Tony Brown), Research Methods (Dr. Karen Campbell), Criminology (Dr. George Becker), Population and Society (Dr. Francis Doodoo)
- 1998-00 Teaching Assistant, Department of Psychology, Carnegie Mellon University
Courses: Introduction to Psychology (Dr. Kenneth Kotovsky), Abnormal Psychology (Dr. Beth Christiano), Personality Psychology (Dr. Michael Scheier)

PROFESSIONAL SERVICE

- 2016 Nominating Committee, ASA Section on the Sociology of Emotions
- 2016 Program Committee, ASA Section on the Sociology of Emotions
- 2013 Outstanding Graduate Student Paper Award Committee, ASA Section on the Sociology of Emotions
- 2012-2015 Association for Interdisciplinary Studies National Honor Society Committee
- 2012 Founding member of Alpha Iota Sigma, the first national honor society for interdisciplinary studies students, Association for Interdisciplinary Studies
- 2010 Chair, Outstanding Graduate Student Paper Award Committee, American Sociological Association Section on the Sociology of Emotions
- 2010, 2015 Grant Proposal Reviewer, National Science Foundation, Sociology Program
- 2009 Session Presider, Regular Session on the Sociology of Emotion, American Sociological Association
- 2009 Session Organizer, Regular Session on the Sociology of Emotion, American Sociological Association
- 2008 Chair, Outstanding Graduate Student Paper Award Committee, American Sociological Association Section on the Sociology of Emotions
- 2007 Discussant, Emotional Care and Caregiver Narratives, 5th International Carework Conference, City University of New York Graduate Center, New York, NY
- 2006 Textbook review of *Sociology: Exploring the Architecture of Everyday Life* by David M. Newman for Pine Forge Press
- 2006 Discussant, Section on the Sociology of Emotion at the Annual Meeting of the American Sociological Association, Montréal, QC, Canada
- 2004-2005 Deputy Editor, *Work and Occupations: An International Sociological Journal*
- 2003-2004 Assistant Book Review Editor, *Work and Occupations*
- 2002 Table Presider, Annual Meeting of the American Sociological Association, Sociology of Emotion Roundtable on Emotions and Social Structure
- 2002-current Ad Hoc Manuscript Reviewer, *American Sociological Review*, *Social Forces*, *Journal of Health and Social Behavior*, *Qualitative Sociology*, *Social Psychology Quarterly*, *Sociology Compass*, *Work and Occupations*, *Gender & Society*, *Frontiers in Emotion Science*, *Emotion Review*, *Journal for the Scientific Study of Religion*, *Society and Mental Health*, *Personnel Psychology*, *Public Personnel Management*, *Asia Pacific Journal of Human Resources*, *International Journal of Religion and Spirituality in Society*, *American Review of Public Administration*, *BMC Public Health*

SERVICE AT THE UNIVERSITY OF SOUTH FLORIDA SARASOTA-MANATEE

2017-current Faculty Senator, College of Liberal Arts and Social Sciences
2017-current USF Institutional Review Board Department Reviewer
2017-current Incredi-Bull Critical Thinking Committee Member
2017 Chair, Tenured Faculty Review Committee, College of Science and Mathematics
2017 Member, Mid-point Review Committee, College of Liberal Arts and Social Sciences
2016-current USF System Institutional Review Board Member, 02 Social Behavioral Board
2016 Member, Policies and Procedures Task Force
2015-2016 Chair, Faculty Search Committee, ISS and Sociology
2015-2016 Member, Faculty Search Committee, ISS and Political Science
2014-2015 College of Arts and Sciences Annual Review Committee
2014-2015 College of Arts and Sciences Tenure and Promotion Review Committee
2014-2015 Member Faculty Search Committee, Social Psychology
2014-2015 Club Advisor, Students Together and Naturally Diverse (S.T.A.N.D)
2014-current Duvall Family Studies Conference Committee
2014-2015 SONA Oversight Committee
2013-2013 Chair, Faculty Search Committee, ISS and Political Science
2010-2015 Disciplinary Group Coordinator, Interdisciplinary Social Sciences
2011-2015 Honors Program Coordinator
2012-2015 College of Arts and Sciences Institutional Review Board
2012-2015 Club Advisor, Interdisciplinary Society
2012-current Chapter Advisor, Alpha Iota Sigma Interdisciplinary Honor Society
2013-2014 USFSM Undergraduate Research Symposium Reviewer
2010-2011 Member Faculty Search Committee, Industrial/Organizational Psychology
2011-2013 Academic Programs Committee
2012 College of Arts and Sciences Celebration of Student Achievement Committee
2010-2011 2+2 Articulation Committee

SERVICE AT DREW UNIVERSITY

2010 Faculty Working Group member, Student Development through Civic Engagement Assessment Project (AAC&U Bringing Theory to Practice)
2009-2010 Institutional Review Board university committee member, Drew University
2009-2010 Faculty Working Group member, American Dream Civic Engagement Project
2006-2010 Public Health Minor Committee
2005-2010 Behavioral Science Committee
2006-2010 Academic Integrity Committee/Student Conduct Board/Student Life Advisory Board
2006-2010 Sexual Harassment Committee
2006-2010 Parking Appeals Committee

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Association for Interdisciplinary Studies
International Society for Research on Emotion
Southern Sociological Society

REFERENCES

Karen E. Campbell, Associate Professor
Department of Sociology
Vanderbilt University
VU Station B, Box 1811
Nashville, TN 37235
615-322-7626 / karen.e.campbell@vanderbilt.edu

Peggy A. Thoits, Professor
Department of Sociology, Indiana University
Ballantine Hall 744
1020 East Kirkwood Avenue
Bloomington, IN 47405-7103
812-856-2243 / pthoits@indiana.edu

Daniel B. Cornfield, Professor
Department of Sociology
Vanderbilt University
VU Station B, Box 1811
Nashville, TN 37235
615-322-7626 / daniel.b.cornfield@vanderbilt.edu